

AMENDMENT TO H.R. 3696
OFFERED BY MS. CLARKE OF NY

Add at the end the following (and conform the table
to contents accordingly):

1 TITLE III—HOMELAND SECU-
2 RITY CYBERSECURITY
3 BOOTS-ON-THE-GROUND

4 SEC. 301. SHORT TITLE.

5 This title may be cited as the “Homeland Security
6 Cybersecurity Boots-on-the-Ground Act”.

7 SEC. 302. CYBERSECURITY OCCUPATION CATEGORIES,
8 WORKFORCE ASSESSMENT, AND STRATEGY.

9 (a) CYBERSECURITY OCCUPATION CATEGORIES.—

10 (1) IN GENERAL.—Not later than 90 days after
11 the date of the enactment of this Act, the Secretary
12 of Homeland Security shall develop and issue com-
13 prehensive occupation categories for individuals per-
14 forming activities in furtherance of the cybersecurity
15 mission of the Department of Homeland Security.

16 (2) APPLICABILITY.—The Secretary of Home-
17 land Security shall ensure that the comprehensive
18 occupation categories issued under paragraph (1)
19 are used throughout the Department of Homeland

1 Security and are made available to other Federal
2 agencies.

3 (b) CYBERSECURITY WORKFORCE ASSESSMENT.—

4 (1) IN GENERAL.—Not later than 180 days
5 after the date of the enactment of this Act, the Sec-
6 retary of Homeland Security, acting through the
7 Chief Human Capital Officer and Chief Information
8 Officer of the Department of Homeland Security,
9 shall assess the readiness and capacity of the De-
10 partment to meet its cybersecurity mission.

11 (2) CONTENTS.—The assessment required
12 under paragraph (1) shall, at a minimum, include
13 the following:

14 (A) Information where cybersecurity posi-
15 tions are located within the Department of
16 Homeland Security, specified in accordance
17 with the cybersecurity occupation categories
18 issued under subsection (a).

19 (B) Information on which cybersecurity po-
20 sitions are—

21 (i) performed by—

22 (I) permanent full time depart-
23 mental employees, together with de-
24 mographic information about such

1 employees' race, ethnicity, gender, dis-
2 ability status, and veterans status;

3 (II) individuals employed by inde-
4 pendent contractors; and

5 (III) individuals employed by
6 other Federal agencies, including the
7 National Security Agency; and

8 (ii) vacant.

9 (C) The number of individuals hired by the
10 Department pursuant to the authority granted
11 to the Secretary of Homeland Security in 2009
12 to permit the Secretary to fill 1,000
13 cybersecurity positions across the Department
14 over a three year period, and information on
15 what challenges, if any, were encountered with
16 respect to the implementation of such authority.

17 (D) Information on vacancies within the
18 Department's cybersecurity supervisory work-
19 force, from first line supervisory positions
20 through senior departmental cybersecurity posi-
21 tions.

22 (E) Information on the percentage of indi-
23 viduals within each cybersecurity occupation
24 category who received essential training to per-
25 form their jobs, and in cases in which such

1 training is not received, information on what
2 challenges, if any, were encountered with re-
3 spect to the provision of such training.

4 (F) Information on recruiting costs in-
5 curred with respect to efforts to fill
6 cybersecurity positions across the Department
7 in a manner that allows for tracking of overall
8 recruiting and identifying areas for better co-
9 ordination and leveraging of resources within
10 the Department.

11 (c) WORKFORCE STRATEGY.—

12 (1) IN GENERAL.—Not later than 180 days
13 after the date of the enactment of this Act, the Sec-
14 retary of Homeland Security shall develop a com-
15 prehensive workforce strategy that enhances the
16 readiness, capacity, training, and recruitment and
17 retention of the cybersecurity workforce of the De-
18 partment of Homeland Security.

19 (2) CONTENTS.—The comprehensive workforce
20 strategy developed under paragraph (1) shall in-
21 clude—

22 (A) a multiphased recruitment plan, in-
23 cluding relating to experienced professionals,
24 members of disadvantaged or underserved com-
25 munities, the unemployed, and veterans;

1 (B) a 5-year implementation plan; and

2 (C) a 10-year projection of Federal work-
3 force needs.

4 (d) INFORMATION SECURITY TRAINING.—Not later
5 than 270 days after the date of the enactment of this Act,
6 the Secretary of Homeland Security shall establish and
7 maintain a process to verify on an ongoing basis that indi-
8 viduals employed by independent contractors who serve in
9 cybersecurity positions at the Department of Homeland
10 Security receive initial and recurrent information security
11 training comprised of general security awareness training
12 necessary to perform their job functions, and role-based
13 security training that is commensurate with assigned re-
14 sponsibilities. The Secretary shall maintain documentation
15 to ensure that training provided to an individual under
16 this subsection meets or exceeds requirements for such in-
17 dividual's job function.

18 (e) UPDATES.—Together with the submission to Con-
19 gress of annual budget requests, the Secretary of Home-
20 land Security shall provide updates regarding the
21 cybersecurity workforce assessment required under sub-
22 section (b), information on the progress of carrying out
23 the comprehensive workforce strategy developed under
24 subsection (c), and information on the status of the imple-

1 mentation of the information security training required
2 under subsection (d).

3 (f) GAO STUDY.—The Secretary of Homeland Secu-
4 rity shall provide the Comptroller General of the United
5 States with information on the cybersecurity workforce as-
6 sessment required under subsection (b) and progress on
7 carrying out the comprehensive workforce strategy devel-
8 oped under subsection (c). The Comptroller General shall
9 submit to the Secretary, the Committee on Homeland Se-
10 curity of the House of Representatives, and the Committee
11 on Homeland Security and Governmental Affairs of the
12 Senate a study on such assessment and strategy.

13 **SEC. 303. CYBERSECURITY FELLOWSHIP PROGRAM.**

14 Not later than 120 days after the date of the enact-
15 ment of this Act, the Secretary of Homeland Security shall
16 submit to the Committee on Homeland Security of the
17 House of Representatives and the Committee on Home-
18 land Security and Governmental Affairs of the Senate a
19 report on the feasibility of establishing a Cybersecurity
20 Fellowship Program to offer a tuition payment plan for
21 undergraduate and doctoral candidates who agree to work
22 for the Department of Homeland Security for an agreed-
23 upon period of time.

1 **SEC. 304. DEFINITION.**

2 In this title, the term “cybersecurity mission” means
3 activities that encompass the full range of threat reduc-
4 tion, vulnerability reduction, deterrence, incident response,
5 resiliency, and recovery activities to foster the security and
6 stability of cyberspace.



